



Advanced Leader: Lead With Confidence

ADVANCED LEADER
DEVELOPMENT PROGRAM

The 12-month Advanced Leadership program is designed for experienced managers that are ready to take on more advanced leadership development or preparing for a higher level of responsibility. We focus on the common challenges leaders face as they advance in their leadership & practical strategies to leverage the learning.

HOW?

12 Group Lessons
& Living Labs
(2.5 hrs monthly)

10 Individual
Leadership
Coaching Sessions

Customized
development plan with
manager support

DISC & other
assessment(s) as
needed

Reading assignments,
TED videos, etc. support
learning between
sessions

? Why It Works

- ✓ **CUSTOMIZED:** Program is designed for your company's culture
- ✓ **INCREASED SELF-AWARENESS:** Assessments & discussions zero in on strengths & opportunities for development
- ✓ **PERSONALIZED LEARNING:** 1:1 coaching identifies hidden derailers & opportunities for growth participants may be unaware of
- ✓ **PRACTICAL APPLICATION:** Behavior change is accelerated by practicing & applying skills to current challenges
- ✓ **INCREASED COLLABORATIVE PROBLEM SOLVING:** Cross-functional relationships & leader peer groups are developed in the sessions
- ✓ **ACCOUNTABILITY:** Management support is integrated for honest, meaningful feedback - adding another layer of accountability
- ✓ **MEASURABLE:** Goals & Action Plans make learning actionable & measurable

📄 Topics

BEING THE BOSS: SELF

The 1st imperative for becoming a great leader: Manage Yourself

STRATEGIC PLANNING & EXECUTION

Understand the strategic planning process & how to successfully align others with it

DIFFICULT CONVERSATIONS

Learn the skills that allow you to have difficult conversations more effectively

BEING THE BOSS: NETWORK

The 2nd imperative for becoming a great leader: Manage Your Network

LEADING OTHERS THROUGH CHANGE

Understand the Change Model & how to lead others through change

BEING THE BOSS: TEAM

The 3rd imperative for becoming a great leader: Manage Your Team

MANAGING TEAM PERFORMANCE/ACCOUNTABILITY

How to use coaching & other key skills to support developing others

PRESENTATION SKILLS/PERSONAL BRAND

Improve your ability to speak confidently in front of groups

2 LIVING LABS

Practical Application Sessions

👍 What Makes Participants Successful

- All participants need to be open to & able to commit 1-2 hours per week to the training, exercises & coaching
- Participants need to have a manager that will support their learning by giving feedback & regular check-ins on goals